

University of Vaasa

Department of Management and Organization



LEADEC TEAM

MBTI SERIES 2

MARIA HONKONEN & VESA ROUTAMAA:

**Personality types and occupational expectations: Finnish graduates' vocational hopes related to Holland's occupational groups. 1996.**

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### Abstract

*The purpose of this paper was to study the relationship between Holland's occupational typology (RIASEC) and the MBTI personality types. Holland's occupational groups comprising the realistic, investigative, artistic, social, enterprising and conventional, were compared with the base population using SRTT analysis. There are several methods of measuring Holland's occupational groups. In this study, each respondent's verbal occupational hopes were relegated to as one of Holland's six types by using text analysis. The graduates also made their own selection on the basis of a brief description of each of Holland's environment types, and these selections were studied, too. In both cases, the results were quite similar and supported previous results. Findings show significant relationships between Holland's environment types and the type preferences on the MBTI scale. Preferences N, EN and especially type ENTJ were overrepresented in the investigative group. Preferences N and P were most attracted by artistic environment, where N dominance, especially type ENFP, was significant. Dominance F was dominant in social environment. Preference T and T dominance were overrepresented in the enterprising type. Conventional environment attracted most preferences I and S. Dominance S seemed to relate realistic and conventional environments.*